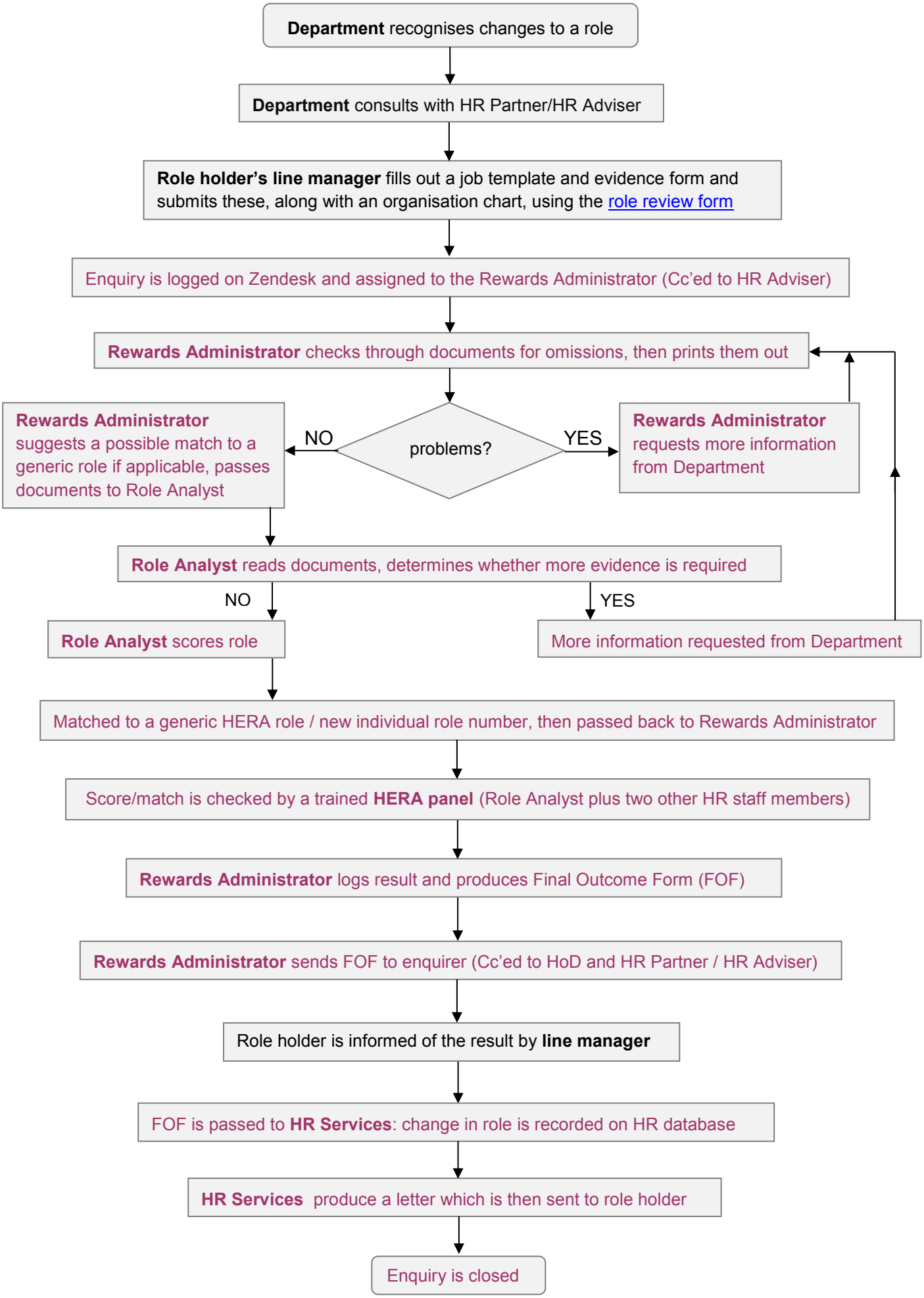HERA role review process